

# SuccessFactors Integration using HCI

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### Document Change History

#### Version History

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## 1. General Information

This document list down configuration steps for Success Factors Integration with SAP Hana Cloud Integration for process integration referred as HCI in this document.

### 1.1 Related Documents

Document Type	Location	Comments

### 1.2 Assumptions

This document has been created with the assumption that the reader is familiar with the development steps of HCI objects using standard contents. This document does not cover the basic concept of development in HCI.

## 2. Purpose

This document provides details of the set up needed in HCI.

The integration add-on for SAP ERP Human Capital Management (SAP ERP HCM) and SuccessFactors Business Execution (SuccessFactors BizX) enables the integration of data for recruiting data, employee data, organizational data, compensation data, and data that is required for evaluation purposes. For the purpose of this document the “Employee Data” has been used for reference.

Integration Scenario for Employee Data with Basic authentication

- You can transfer employee data and organizational data from SAP ERP HCM to SuccessFactors BizX, to support Talent Management processes. You can also transfer data to SuccessFactors BizX for employees whose hiring date is in the future to support their integration into the enterprise.

## 3. Add on installation

Install latest add on. Latest guide can be located at [http://help.sap.com/erp\\_sfi\\_addon30](http://help.sap.com/erp_sfi_addon30)

For this integration scenario Administration guide used referred is “Integration Add-On 3.0 SP02 for SAP ERP HCM and SuccessFactors HCM Suite”

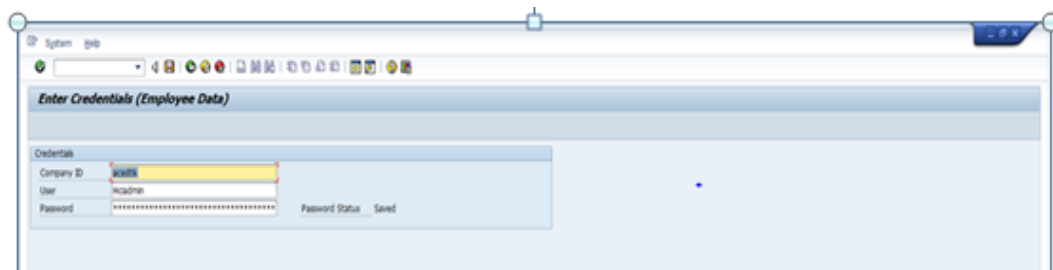
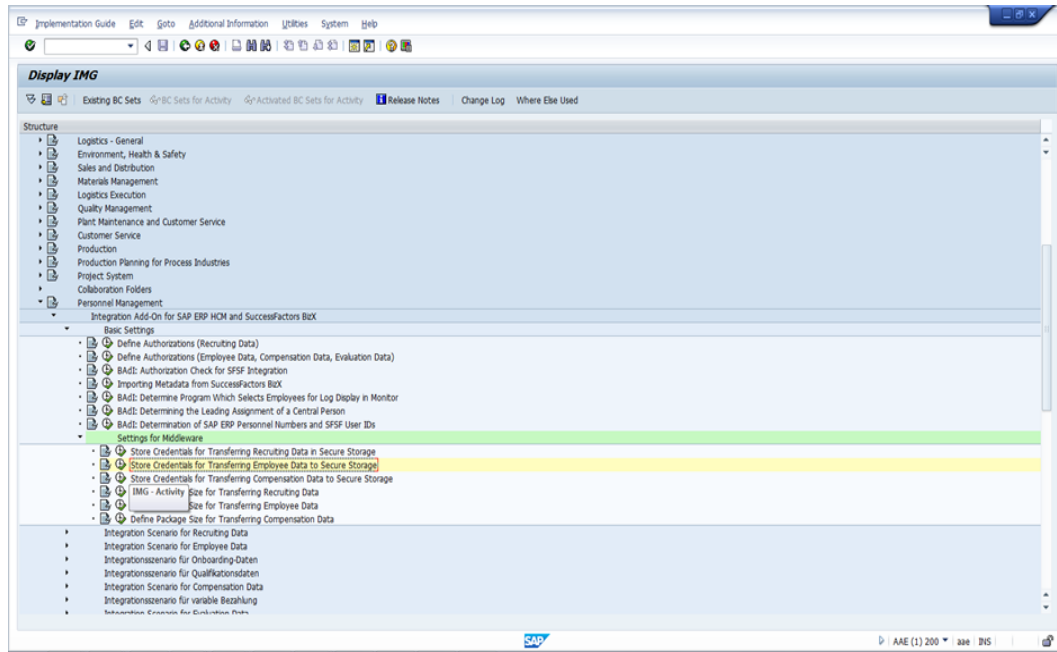
### Installation, Security, Configuration, Operation, and Upgrade Information

Administration Guide

 [All Integration Scenarios Except Onboarding Data and Variable Pay \(SP02\)](#) 

Ensure that you are maintaining SuccessFactors credentials in ECC system. To maintain the same you need to go to t-code SPRO.

Navigate to path => Personal Management -> Integration Add-on for SAP ERP HCM and successFactors BizX -> Basic Settings -> Settings for Middleware -> Store Credentials for Transferring Employee Data to secure storage



## 4. Connectivity Set up

### 1.1 Setting up connectivity between SAP ERP and HCI

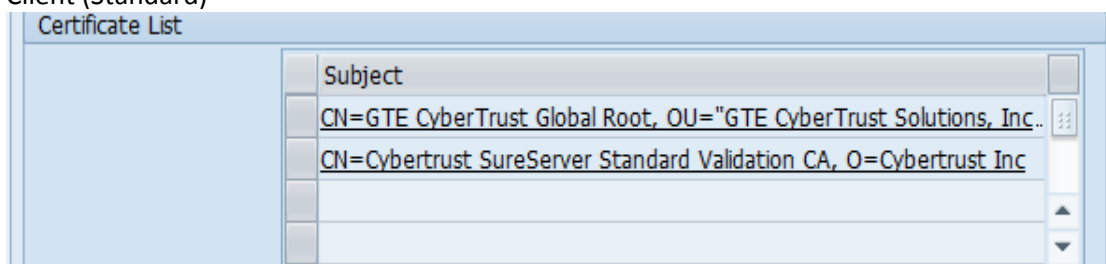
#### 1.1.1 Security settings

The SAP ERP system must be able to connect to the Internet via https protocol as a prerequisite for communication from SAP ERP to the Cloud. The Cloud solution tenant can only be reached by a reverse proxy used in the SAP cloud network.

The server certificate of this reverse proxy is signed by the following certification authorities (CAs):

- Cybertrust Sure Server Standard Validation CA
- GTE Cyber Trust Global Root

We need to import these certificates to the SAP ERP system in transaction STRUST under SLL Client (Standard)



To download these certificates, you can take the end point url of the iflow, place that in the browser and download mentioned certificates.

#### 1.1.2 SOAMANAGER configuration in ECC

For each Consumer Proxy, we need to create a Logical Port:

- Select Consumer Proxy
- Choose Create, select manual Configuration
- Enter Logical Port Name and Description
- Next
- Select User id/ Password
- Provide user id and password. This user id should have role Esb.messaging.send
- Next
- Enter values on screen "Transport Binding"

Field	Value
URL Access path	<ol style="list-style-type: none"> <li>1. In Eclipse under Windows ☰ Preferences ☰ SAP HANA Cloud Integration ☰ Operations Server enter the tenant URL, user and password. Save Settings.</li> <li>2. Under Node Explorer, Choose IFLMAP Node</li> <li>3. Under Properties, go to Services tab</li> <li>4. Copy the endpoint for respective service</li> <li>5. Enter part of Endpoint starting with /cxf/.. would be URL Access path</li> </ol> <p>For example:</p>

	<b>/cxf/hcm2bizx/SFSFAPIDictionaryDescribeSFOjectsExResult</b>
Computer Name of Access URL	Worker Node URL Example: <b>iflmapvb008avlb032avtlb-avlb032.intaas.hana.ondemand.com</b>
Port Number of Access URL	443 (for SSL)
URL Protocol Information	HTTPS
Compress Response	False

- i. Next
- j. Under Message ID (Synchronous), select 'Suppress ID Transfer' as Message ID Protocol
- k. Next
- l. Check 'Suppress sending of IBC Identifier'
- m. Next
- n. Under Transport Binding, check 'Use non-default value for SOAP Action'
- o. Under WS Addressing, check 'Use non-default value for Inbound Message Action'
- p. Choose Finish
- q. Set to Default should be set to True

These steps have to be repeated for each Webservice Proxy.

## 5. Setting up connectivity between HCI and SuccessFactors

In order to access SuccessFactors system using Basic Authentication, an artifact of type Basic Authentication, needs to be deployed on HCI tenant.

- a. In Eclipse, double choose Tenant ID under Node Explorer
- b. On right hand side, Message Monitoring and Deployed Artifacts tabs should be visible
- c. Switch to Deployed Artifacts
- d. Choose Deploy
- e. Select 'Basic Authentication'. Choose Next

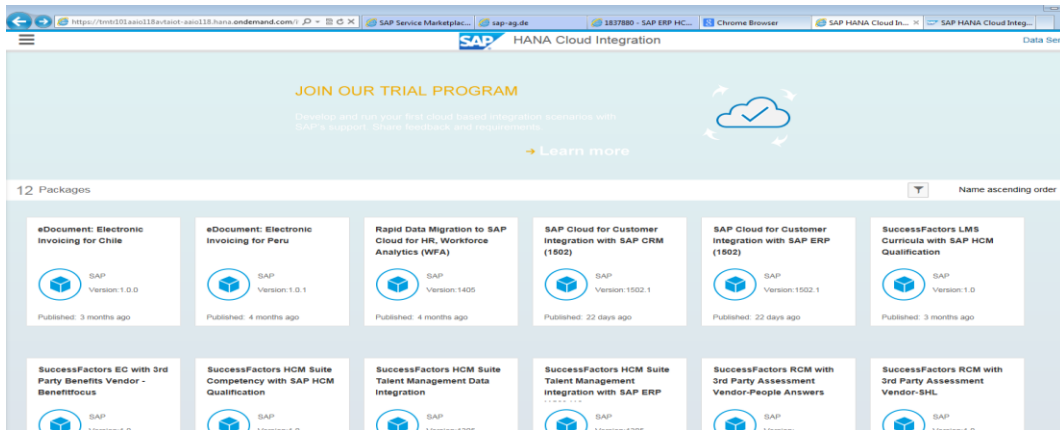
Field	Value
Type	SuccessFactors
Name	Free text, example sfsf_acexbc It is recommended that the Name contains SuccessFactors Company ID to make it more informative. This name has to be mentioned in receiver soap adapter while selecting basic authentication.
Description	Free text
User	SuccessFactors User, example, admin
Password	Self- explanatory
Repeat password	Self- explanatory

## 6. HCI configuration for integration scenario - Employee Data

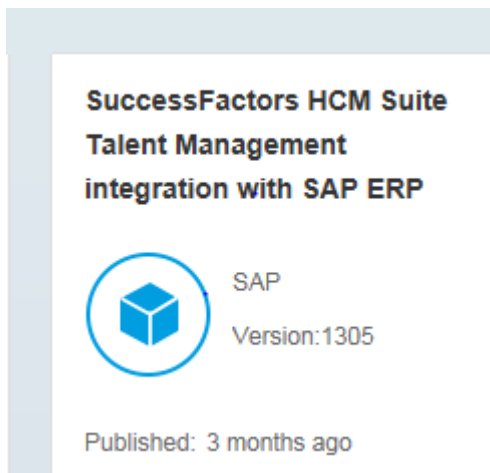
Standard content is available for SuccessFactors integration.

Set by Step:

- Access Web UI -> <https://<worker node url>/itspaces>
- Go to "Discover" section



- Select and copy "SuccessFactors HCM Suite Talent Management integration with SAP ERP HCM (1305)"



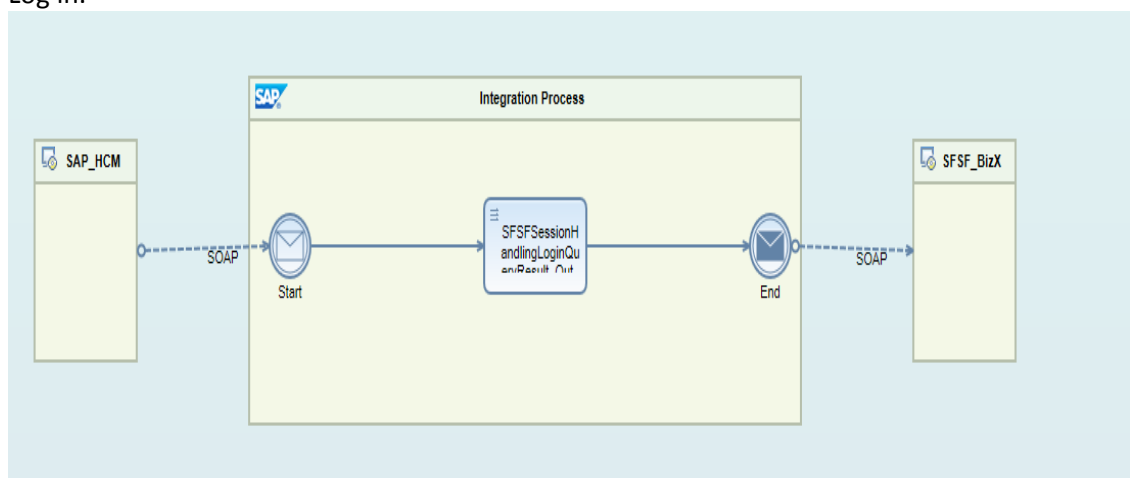
- Scenarios to be configured in design are:

SuccessFactors HCM Suite Talent Management integration with SAP ERP – 1305	Description	Contents
Login	Login to SuccessFactors HCM Suite TalentManagement	SFSFSessionHandlingLoginQueryResult_Out_to_SFSFSessionHandlingLoginQueryResult_In



Integrate to User data send basic employee data to SuccessFactors HCM Suite TalentManagement like name, address, dateofbirth, manager, etc.	User data to SuccessFactors HCMSuite TalentManagement	SFSFUserUpsertRequestConfirmation_ Out_to_SFSFUserUpsertRequestConfir mation_In
Logout	Logout of SuccessFactors HCMSuite TalentManagement	SFSFSessionHandlingLogoutQueryResul t_Out_to_SFSFSessionHandlingLogout QueryResult_In

Log in:



In receiver SOAP adapter:

1. Update address url to point out to SuccessFactors system.  
[https://<sfsf\\_system\\_host>.successfactors.com/sfapi/v1/soap](https://<sfsf_system_host>.successfactors.com/sfapi/v1/soap)
2. Select the authentication -> Basic

☐ Compress Message
 ☒ Allow Chunking
 ☒ Basic Authentication

Credential Name:

For sender HCM system, select authentication -> Basic

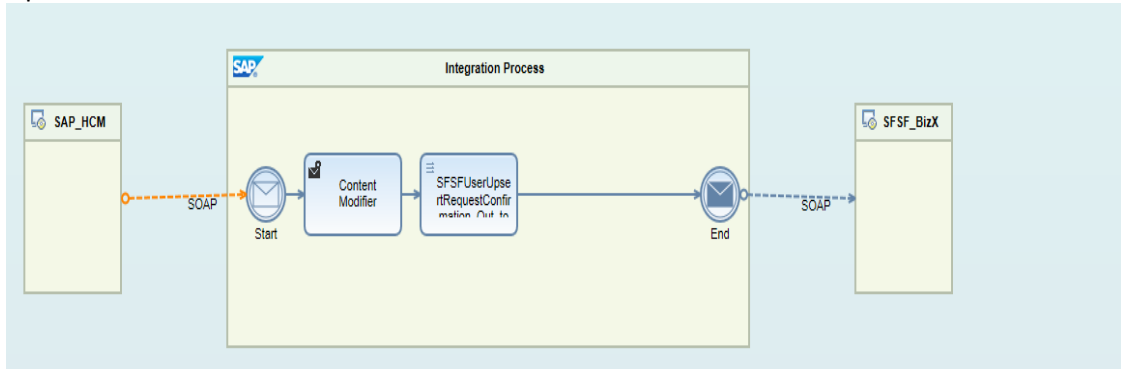
**System**

Name:

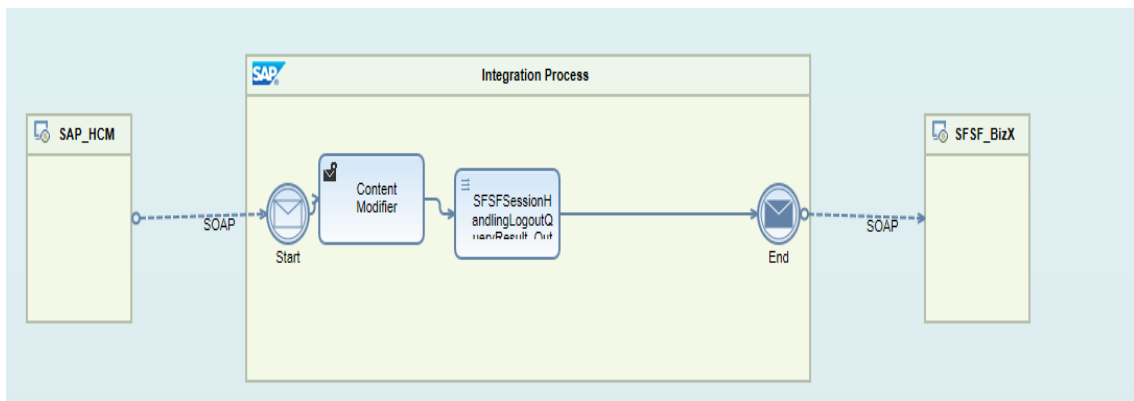
Authentication Type:

Repeat above steps for upsert and logout iflows.

Upsert:



Logout



e. Deploy all iflows.

com.sap.SFIHCM01.hcm2bizx.SFSFSessionHandlingLogoutQuery...	Integration Flow	DEPLOYED	03/02/15 10:49 PM	1.0.0
com.sap.SFIHCM01.hcm2bizx.SFSFUserUpsertRequestConfirmat...	Integration Flow	DEPLOYED	03/02/15 10:49 PM	1.0.0
com.sap.SFIHCM01.hcm2bizx.SFSFSessionHandlingLoginQuery...	Integration Flow	DEPLOYED	03/02/15 10:16 PM	1.0.0

f. Trigger the message from ECC and do end to end testing.

## 7. Testing

Trigger message from ECC system for integration scenario - Employee Data. In SAP system, execute report RH\_SFI\_SYNCHRONIZE\_EMPL\_DATA which extracts data from SAP ERP system so that it is available in SuccessFactors Business Execution (BizX) for Talent Management processes. For execution of this report you need to have role assigned SAP\_HR\_SFI\_EMPL\_DATA\_REPL

There are various standard and custom fields available to extract employee data. Few fields are mandatory by default and others can be set mandatory as required. We use extraction variant EMP\_HCI.

Selection screen of report RH\_SFI\_SYNCHRONIZE\_EMPL\_DATA =>

**Sync Employee Data with SuccessFactors (with Delta and Inactive Logic)**

Reporting Period:

**Selection Criteria**

Personnel Number	<input type="text" value="1000066"/>	
Employment Status	<input type="text" value="3"/>	
Company Code	<input type="text"/>	
Personnel area	<input type="text"/>	
Personnel subarea	<input type="text"/>	
Employee group	<input type="text"/>	
Employee subgroup	<input type="text"/>	

**Default Settings**

Extraction Variant:

☒ Forced Synchronization

☐ Middleware

☐ File Transfer with Path

Organizational details of selected employee 1000066 =>

**Display Organizational Assignment**

Org Structure

Find by: Person

- Collective search help
- Search Term
- Free search

Personnel No:  Name:

EE group:  Regular Full Time Personnel ar:  US Product A

EE subgroup:  Hourly Status:

Start:  to:  Chng:

**Enterprise structure**

CoCode	<input type="text" value="US01"/>	Country Template	<input type="text" value="US"/>	Leg.person	<input type="text"/>
Pers.area	<input type="text" value="US02"/>	US Product A		Subarea	<input type="text" value="0005"/> Union A
Cost Ctr	<input type="text"/>			Bus. Area	<input type="text"/>

**Personnel structure**

EE group	<input type="text" value="1"/> Regular Full Time	Payr.area	<input type="text" value="X0"/> Monthly
EE subgroup	<input type="text" value="X0"/> Hourly	Contract	<input type="text"/>

**Organizational plan**

Percentage	<input type="text" value="100,00"/>	Administrator	<input type="text"/>
Position	<input type="text" value="50000684"/> HR Resource	PersAdmin	<input type="text"/>
Job key	<input type="text" value="50001025"/> HR Resource	Time	<input type="text"/>
Exempt	<input type="text"/>	PayrAdmin	<input type="text"/>
Org. Unit	<input type="text" value="50000680"/> HR Division		
Org.key	<input type="text" value="US02"/> Human Resource Div...		

Success Message after report execution =>

**Display logs**

Technical Information Help

STOP 0 0 0 2

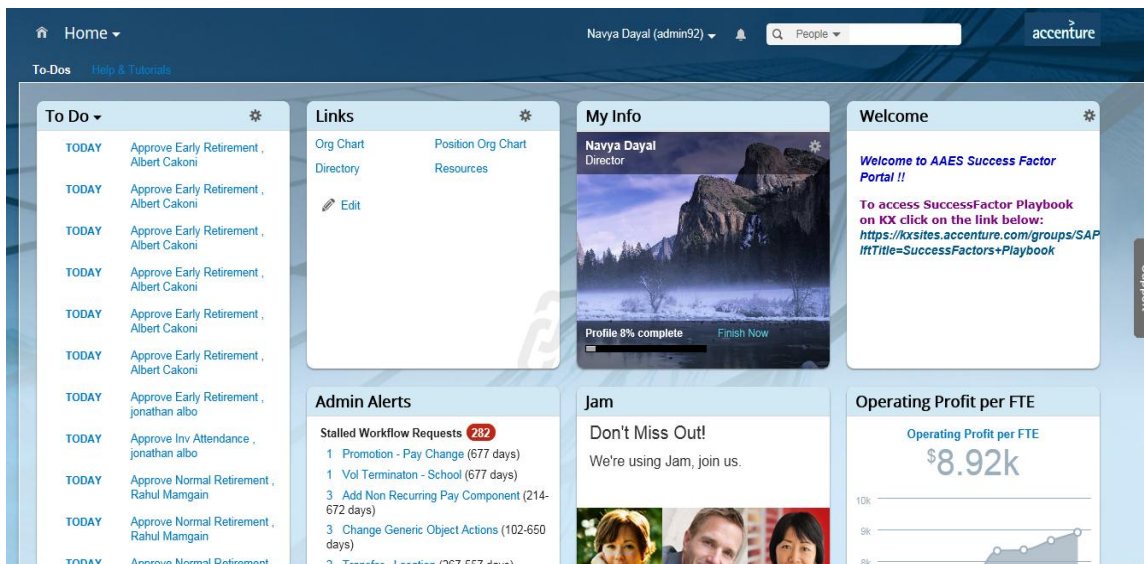
Type	Pers.No.	Message Text
		1 employees with changes successfully processed
		0 employees skipped with errors

### Verify Log in HCI system

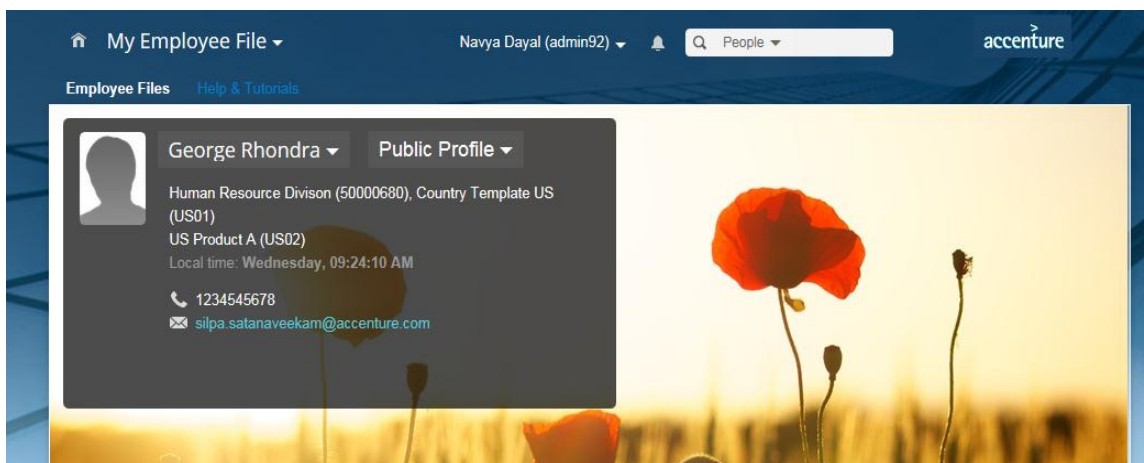
3/3/15 6:13:27 PM	COMPLETED	SFSF_BizX_	1 sec 783 ms	com.sap.SFIHCM01.hcm2bizx.SFSFSessionHandlingLogoutQueryResult_phase2
3/3/15 6:13:25 PM	COMPLETED	SFSF_BizX_	2 sec 80 ms	com.sap.SFIHCM01.hcm2bizx.SFSFUserUpsertRequestConfirmation_phase2
3/3/15 6:09:05 PM	COMPLETED	SFSF_BizX_	1 sec 963 ms	com.sap.SFIHCM01.hcm2bizx.SFSFSessionHandlingLoginQueryResult_phase2

### Verify Employee data in SuccessFactors

Search employee in 'People Search' in SF Instance home page =>



### Employee is transferred in SF successfully



### Check SFAPI Audit log in Admin Tool

- **Integration Tools**

- [SFAPI Audit Log](#)

- [SFAPI Data Dictionary](#)

- [SFAPI Metering Details](#)

- [Event Notification Subscription](#)

- [Event Notification Audit Log](#)

- [Manage OAuth2 Client Applications](#)

**Admin Tools**  
Back to [Admin Tools](#)

**SFAPI Audit Log**

Filter Options

Refresh

Items per page 10 Page 1 of 1000

ID	Login ID	Status	SFAPI Call	Object	SOAP	HTTP	Call Time	Response (ms)	Session ID	Correlation ID
12154	Hciadmin	Success	logout				2015-03-03 22:48:11.097	22	A918BC2317F0C480A19027C5327E311A.dc4salesapi03	5bf3ea70-9357-4109-803a-eb52c22027c9
12153	Hciadmin	Success	upsert	user			2015-03-03 22:48:04.123	4135	A918BC2317F0C480A19027C5327E311A.dc4salesapi03	d61f5827-3640-407e-9bf1-305fc4c1518d
12152	Hciadmin	Success	login				2015-03-03 22:48:00.74	273	A918BC2317F0C480A19027C5327E311A.dc4salesapi03	7f823b5a-dbef-46f5-83de-44de6289c84c

## 8. Troubleshooting

**Display logs**

Technical Information Help

0 2 0 1

Type	Pers.No.	Message Text
		0 employees with changes successfully processed
		1 employees skipped with errors
	1000066	Technical error: Web service: PARSING.GENERAL

This error is a common error and refers multiple cases.

1. SOAMANAGER settings are missing
2. Employee data replication scenario is not complete due to
  - a. Log in successful however upsert and log out not configured
  - b. Log in and Log out configured but upsert is missing

0 2 0 1

Type	Pers.No.	Message Text
		0 employees with changes successfully processed
		1 employees skipped with errors
	1000066	Technical error: Web service: SOAP:1023 SRT: Processing error in Internet Communication Framework: ("SSL handshake with ifmaptr

Technical error: Web service: SOAP:1023 SRT: Processing error in Internet Communication Framework: ("SSL handshake with <server>:<port> SSSLERR\_SSL\_CONNECT

This error implies error with certificates.